

Assistant Director for Operations

17 February 1959

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Chief,

IG Survey of the Office of Personnel

REF : Memo for DPs dated 29 January, same subject

1. The questions listed in paragraph 2 of the reference memorandum were discussed by the  Career Service Board on 12 February 1959.

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2. Majority opinion was expressed as follows:

- a. What are your views as to the merits of a CIA Career Staff?

ans. The concept of a career service for CIA is sound. However, no actual benefits to this Division have been observed to date.

- b. Should eligibility for membership be more restricted than at present?

ans. Membership should be considerably more restricted.

- c. Is the basic concept of separate career services for CIA sound?

ans. It appears to have operational advantages, but has some disadvantages for individual employees with respect to promotion, assignment, and selection for more responsible positions, etc.

- d. In terms of intelligent personnel administration, what features of the CIA Career Service Program have been of most assistance to you in exercising your responsibilities?

ans. It is believed that the panels are the best feature. This type of considered personnel planning regularizes the surveying of personnel for promotions, assignments, etc.

- e. Are you satisfied with present procedures governing the processing of personnel actions through the various Career Service Panels and Boards to effect promotions, rotations, and assignments? In what way could these procedures be improved or modified to best meet your particular needs?

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ans. Modification is not necessary from [ ] point of view.

- f. What would be your main objections, if any, to greater interchange of employees on a rotation basis between DD/P, DD/I and DD/S?

ans. No objection. Instead there should be more selective interchange.

- g. Any additional comments pertaining to the program as a whole.

ans. (1) It is felt that actual and contemplated benefits of the program should be set forth in understandable language stating just what an employee has when he is a member of the Career Staff. As it is now, no one is sure what benefits (if any) accrue from membership.

(2) It is recommended that the Career Preference Outline be abolished since it appears to serve no long-term useful purpose.

(3) The Career Service System should not substitute for command responsibility. Career Service Boards should be advisory bodies only, with freedom of decision on personnel matters resting with supervisors.

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[ ]/amf

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Chief, [ ]

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